

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Number of Complaints Filed in FY 1614.704(a)	1947	1900	2036	2041	1768	1848
Number of Complainants 1614.704(b)	1795	1794	1893	1881	1672	1736
Repeat Filers 1614.704(c)	123	102	123	138	87	101

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Race	1387	1365	740	743	626	678
Color	87	104	55	63	44	92
Religion	135	105	51	77	68	50
Reprisal	1551	1577	756	799	763	799
Sex	956	1014	501	534	455	494
National Origin	91	97	169	192	148	141
Equal Pay Act	6	11	6	9	9	20
Age	941	887	494	493	431	445
Disability	857	1009	539	547	471	506
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Appointment/Hire	134	75	97	98	53	52
Assignment of Duties	123	136	113	117	85	113
Awards	19	25	12	17	13	20
Conversion to Full-time	2	1	1	1	0	2
Disciplinary Action	322	295	292	363	258	290
Demotion	14	8	12	20	11	14
Reprimand	47	49	47	54	48	49
Suspension	88	79	87	112	85	77
Removal	56	47	57	55	36	45
Other	117	112	89	122	78	105
Duty Hours	54	64	29	48	45	49
Evaluation Appraisal	80	126	151	158	139	133
Examination/Test	3	1	0	1	0	1
Harassment	1566	1557	945	1035	930	1013
Non-Sexual	1475	1491	873	980	862	941
Sexual	91	66	72	55	68	72
Medical Examination	7	13	6	9	6	7
Pay (Including Overtime)	64	82	89	66	86	125
Promotion/Non-Selection	392	387	321	359	293	327
Reassignment	67	83	74	74	70	68
Denied						
Directed						
Reasonable Accommodation	95	109	130	134	140	174
Reinstatement	4	3	1	0	0	0
Retirement	21	24	24	21	22	18
Termination	242	215	178	149	111	132
Terms/Conditions of Employment	67	43	41	45	26	31
Time and Attendance	153	153	136	149	130	161
Training	49	51	58	62	43	49
Other	424	349	267	280	202	233

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	2014	
		2009		2010		2011		2012		2013			
All complaints pending in Investigative Stage	1614.704	485	115.8	488	117.3	489	115.4	664	124.9	715	156.4	545	121.6
All complaints pending in Final Agency Action Stage	(f) (1)	155	434	235	498.9	270	503.4	243	513.5	182	532.1	262	486.7
All complaints pending in which Hearing was not requested	1614.704	501	262	230	489.4	259	473.6	234	494.1	172	511.3	251	478.4
Time in Investigation Stage	(f) (2)												
Time to issue Final Agency Action													
All complaints pending in which a Hearing was requested	1614.704	265	201	1177	556.7	1234	595.8	1311	625.8	1482	716.9	1912	728.2
Time in Investigation Stage	(f) (3)												
Time to issue Final Agency Action													
		265	8	323	14	393	15	362	12	286	14	250	17
* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 13 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(a)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 118 days.													

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	432	367	489	368	296	246
Average days pending prior to dismissal	52.8	48.4	48.2	57.2	59.8	56.7

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2014
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Total Complaints Withdrawn by Complainants	157	162	180	193	58	155

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	19	100%	28	100%	31	100%	33	100%	31	100%	26	100%
Appointment/Hire	1	5%	1	4%			2	6%	1	3%		
Assignment of Duties	1	5%	3	11%	2	6%	1	3%				
Awards			1	4%	1	3%	1	3%			1	4%
Conversion to Full-time					1	3%						
Disciplinary Action									2	6%		
Demotion					1	3%						
Reprimand							2	6%	1	3%		
Suspension			1	4%	5	16%						
Removal							1	3%	1	3%	1	4%
Other					1	3%	1	3%				
Duty Hours							2	6%	1	3%	1	4%
Evaluation Appraisal			1	4%	2	6%			1	3%	1	4%
Examination/Test												
Harassment									12	38%	7	27%
Non-Sexual	1	5%	5	18%	3	10%	5	15%	6	19%	7	27%
Sexual	2	11%	4	14%	3	10%	4	12%	6	19%	2	8%
Medical Examination	1	5%			2	6%	1	3%				
Pay (Including Overtime)			1	4%	1	3%			2	6%		
Promotion/Non-Selection	4	21%	8	29%	5	16%	6	18%	3	9%	2	8%
Reassignment									1	3%		
Denied			1	4%								
Directed			1	4%			2	6%	1	3%	3	12%
Reasonable Accommodation	1	5%	3	11%	8	26%	6	18%	9	28%	8	31%
Reinstatement			1	4%								
Retirement												
Termination	1	5%	7	25%	3	10%	2	6%	2	6%	3	12%
Terms/Conditions of Employment			1	4%								
Time and Attendance	1	5%	1	4%	2	6%	2	6%			1	4%
Training	1	5%										
Other	5	26%	4	14%	4	13%	5	15%	3	9%	6	23%

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Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	14		19		21	68%	22	67%	13	41%	13	100%
Appointment/Hire									1	100%		
Assignment of Duties	1	100%	3	100%	1	50%	1	100%				
Awards			1	100%	1	100%	1	100%			1	8%
Conversion to Full-time					1	100%						
Disciplinary Action									2	100%		
Demotion					1	100%				100%		
Reprimand												
Suspension					4	80%			1	100%		
Removal							1	100%	1	100%		
Other												
Duty Hours									1	100%	1	8%
Evaluation Appraisal			1	100%	2	100%	2	100%			1	8%
Examination/Test												
Harassment									5	42%		
Non-Sexual	1	100%	2	40%	2	67%	4	80%	2	33%	4	31%
Sexual	1	50%	0	0%	2	67%	2	50%	3	50%		
Medical Examination					1	50%	1	100%				
Pay (Including Overtime)									2	100%		
Promotion/Non-Selection	4	100%	8	100%	5	100%	5	83%	3	100%	1	8%
Reassignment												
Denied												
Directed							1	50%			1	8%
Reasonable Accommodation			1	33%	3	38%	3	50%	1	11%	6	46%
Reinstatement			1	100%								
Retirement												
Termination	1	100%	4	57%	2	67%	1	50%	1	50%	1	8%
Terms/Conditions of Employment			1	100%								
Time and Attendance	1	100%	1	100%	2	100%					1	8%
Training	1	100%										
Other	4	80%	4	57%	2	50%	3	60%	1	33%		

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	19	100%			31	100%	33	100%	31	100%	26	100%
Findings Without Hearing 704(k)(2)	5	26%			10	32%	11	33%	18	59%	13	100%
Appointment/Hire	1	100%					2	100%				
Assignment of Duties					1	50%			1	100%		
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension			1	100%	1	20%						
Removal											1	8%
Other							1	100%				
Duty Hours												
Evaluation Appraisal									1	100%		
Examination/Test												
Harassment									7	58%		
Non-Sexual			3	60%	1	33%	1	20%	4	67%	3	23%
Sexual	1	50%	4	100%	1	33%	2	50%	3	50%	2	15%
Medical Examination	1	100%			1	50%						
Pay (Including Overtime)					1	100%						
Promotion/Non-Selection							1	17%			1	8%
Reassignment									1	100%		
Denied												
Directed			1				1	50%	1	100%	2	15%
Reasonable Accommodation	1	100%	2	67%	5	63%	3	50%	8	89%	2	15%
Reinstatement												
Retirement												
Termination			3	43%	1	33%	1	50%	1	50%	2	15%
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other	1	20%	3	43%	2	50%	2	40%	2	67%	6	46%

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years 704(l)(1)	754	937	1033	1139	1395	1695
Total Complainants 704(l)(2)	690	837	925	1017	1228	1485
Number complaints pending: 704(l)(3)						
Investigation	4	1	2	7	2	8
ROI issued, pending Complainant's action	7	6	5	9	6	6
Hearing	615	770	812	904	1189	1454
Final Agency Action	106	117	134	111	94	125
Appeal with EEOC Office of Federal Operations	22	43	80	108	103	102

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Number Pending Completion of Investigation	445	488	490	665	714	545
Pending Investigations Over Required Time Frames	9	21	15	42	151	28